Northern California
TEAMSTER
SERVING 101,000 NORTHERN CALIFORNIA TEAMSTERS AND THEIR FAMILIES

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Intimidation in San Rafael I-J Case

The continuing contempt case against four local unions and several union officers based on picketing and other activity in support of the strike against the San Rafael Independent Journal has brought to light acts of intimidation and abusive conduct by the United States Marshal's office and a National Labor Relations Board attorney.

The U. S. Marshal's office was the subject of a motion by Cecil Poole and Duane Beeson, attorneys for Teamsters Local 85, requesting Federal District Judge Sweigert to admonish that office to maintain strict neutrality in serving papers connected with the lawsuit, and to restrain individual marshals from abusing their authority.

AN AFFIDAVIT of David Lee Alderman, a member of Local 860, was submitted in support of the motion.

Alderman's statement describes an invasion by a Deputy U.S. Marshal of a motel room, accompanied by two photographers apparently employed by the Independent Journal, to serve injunction papers.

The deputy marshal slapped individuals with the papers, demanded that the individuals in the room disclose their union membership, and threatened all with arrest.

The photographers, with whom the deputy marshal was working as a team, took many pictures without asking permission.

THE STATEMENT also tells of harassing activities by deputy marshals in serving papers on individuals at various places in San Rafael, even though the persons involved were not engaged in any activity relating to the Independent Journal strike.

The motion to discipline the U.S. Marshal's office has been taken under consideration by Judge Sweigert. A ruling is expected at any time.

In a further development related to the same case, disclosure has been made that three Local 85 members have been threatened by an NLRB attorney, apparently for the purpose of coercing them into changing their testimony.

The three members, Mike Gaffney, George Youngman and Dan Davis, had their written statements taken by the NLRB without being told that they had a right not to give statements.

THE NLRB ATTORNEY was apparently unsatisfied with the information given, and used coercive tactics in an effort to compel the three members to change their testimony. The three men refused to buckle under the NLRB pressure.

Earlier in this same case, International Organizer Jack Goldberger sent an open letter to the President of the United States and various political leaders protesting the discriminatory treatments which the Board has followed in prosecuting unions involved in any way with the Independent Journal strike. The letter was described in last month's issue of the Northern California Teamsters.

U.S. Judge Stops 70's Strike

OAKLAND—A federal judge this month did what the employers couldn't do—break a Local 70 strike against four East Bay food processing companies.

U.S. District Judge Alfonso Zirpoli forced 50 drivers to return to work by fining Local 70 $50,000 and an additional $50,000 for each day the strike continued.

He held the local in contempt of court, siding with the employers that the strike against Granny Goose Foods, National Biscuit Co., Standards Brands and Sunshine Biscuits violated a temporary injunction issued last May.

LOCAL 70 STRUCK to back demands for separate contract negotiations instead of a settlement on terms of the National Master Freight Agreement.

Local 70 President Jimmy Muniz gives this background of the dispute:

—*Continued on Page 3*

Write Nixon: 'Free Hoffa'

General President James R. Hoffa is facing the grim prospect of spending his fourth Christmas in federal penitentiary, away from his home and loved ones.

He has been held in prison, victim of a savage government vendetta frameup, since the Spring of 1967.

All efforts to obtain his release have failed.

This sickening injustice has brought a new nationwide upsurge of efforts to obtain a Christmas pardon for him.

PRESIDENT NIXON, who had no part in the "get Hoffa" campaign, could do this easily and thereby show his sense of justice.

General Vice President Frank Fitzsimmons is calling on Teamsters throughout the nation once again to write President Nixon urging him to grant a Christmas pardon.

This is the least we can do to help the man who has done so much for us.

TIME IS SHORT. We ask you to write the White House now.

Vice President Fitzsimmons' plea follows:

"Throughout the country, there is a growing activity on the part of private citizens and union members to secure a pardon for Teamster General President James R. Hoffa.

"Wives of Teamsters are visiting their Congressional delegations. Teamster local unions are sponsoring letter-writing campaigns to the White House urging Hoffa's pardon.

"Typical of activity outside the Teamsters is the campaign of the Michigan State Building and Construction Trades Council, AFL-CIO.

"**THE COUNCIL** is furnishing petitions with a resolution calling for Hoffa's release. The petitions ask the bearer to secure five signatures and return the petition to the Council for forwarding to the White House. A headline above the petition says, 'Sign and Bring Jimmy Hoffa Home for Christmas.'

"The Council takes the same position as the International Brotherhood of Teamsters that this is not a labor matter. It is one of concern to all citizens who believe every American, whether poor or rich, helpless or influential, anonymous or controversitl as Jimmy Hoffa obviously was,

—*Continued on Page 3*

Newspaper Settlement

SAN FRANCISCO—A new agreement negotiated more than three months before the old one expired gives 4,500 Teamsters and other employees of five Bay Area metropolitan newspapers substantial wage increases and other contract improvements.

The settlement, reached in long and unprecedented negotiations, was ratified last month by the 16 local unions involved.

INTERNATIONAL ORGANIZER Jack Goldberger, Local 921 president who had a leading part in the bargaining, termed it a "very good contract with something for everybody." Other Teamsters covered are members of Locals 96 and 296.

Extending 34 months from the March 1 termination date of the current contracts, the settlement provides for wage increases in five steps, retroactive to Nov. 1. Each union will decide how much to allocate to wages and fringe benefits.

—*Continued on Page 5*

Changes in Driver Regulations

WASHINGTON—The Motor Carrier Safety Division of the Department of Transportation has made important changes in the Driver Qualification Rules, General Vice President Frank Fitzsimmons announced.

These are explained in the following notice sent to all Teamsters: "Dear Sir and Brother:

"**THE MOTOR CARRIER** Safety Divsion of the Department of Transportation has published its official response to the petition that I filed in connection with the Driver Qualification Rules. A complete copy of the rules, as they are to be as of January 1, 1971, will be sent to you in the very near future.

"As a result of our petition, the Bureau of Motor Carrier Safety has made certain improvements in the Driver Qualification Rules. There were four of these changes made:

"1. The rules were rewritten so as to make it clear that each driver will have a clean slate as of January 1, 1971. No offense or breach of any rule contained in the Driver Qualification Rules will have any effect on any driver if it happened before January 1, 1971.

"2. The rules were rewritten to make it clear that the duration of any disqualification shall be three (3) years. After that time, a driver will be eligible to resume his duties as a driver in interstate commerce.

"3. The rules in connection with contact lenses have been rewritten so as to allow the use of contact lenses.

"4. The medical requirements concerning heart and blood pressure ailments have been rewritten so as to make it clear that only a current condition presently incapacitating a driver will be cause for refusing to let him drive.

"The Department of Transportation, through its Bureau of Motor Carrier Safety, failed to amend its rules in accordance with the request set out in our petition in several important areas.

"The Bureau did not amend its rule in connection with aiding or abetting violations of these rules.

—*Continued on Page 6*

Joint Council Meeting Notice

The January meeting of Joint Council 7 will be held at 1269 Howard Street, San Francisco, on Tuesday, January 5, 1971.

Notices

Nominations, Elections

International Constitution

Adopted July 3, 1961

The following applies to all nominations and eections of Teamster Locals:

To be eligible to nominate, a member must have his dues paid up on or before the last business day of the month prior to the nomination meeting. Article X Sec. (5c).

To be eligible for any office a member must be in continuous good standing in the Local in which he is a member and in which he is seeking office, for a period of twenty-four (24) consecutive months prior to nomination for said office. "Continuous good standing" means compliance with the provisions of Article X, Section 5 **concerning the payment of dues** for a period of twenty-four (24) consecutive months, together with no interruption in active membership in the Local for which office is sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines. A Local Union in its by-laws may require that a member, to be eligible for election to any office in the Local Union must have attended a minimum number of the regular or divisional meetings of the Local Union, but not to exceed fifty per cent (50%), during the twenty-four (24) consecutive months prior to nomination. Article II, Section 4(a) (1).

Article II, Section (g) International Constitution, Elected Officers of the International Union, Local Unions and other subordinate Bodies shall be delegates to other subordinate bodies, Conventions of the International Brotherhood of Teamsters and all other Conventions by virtue of their office and in accordance with applicable provisions of this Constitution and the By-Laws of such other subordinate bodies.

Article III, Section 5 . . . (a). All Officers and business agents elected in accordance with Article XXI shall by virtue of such election be delegates to any International Convention which may take place during their term of office.

Local 896 . . . Election Notice

ELECTION OF OFFICERS will take place:

FOR BRANCH 1, SAN FRANCISCO, THURSDAY, DEC. 17, 1970, 337 VALENCIA ST. POLLS WILL BE OPEN FROM 8 A.M. TO 8 P.M.

FOR BRANCH 2, SACRAMENTO, THURSDAY, DEC. 17, 1970, 7251 AMHERST ST. POLLS WILL BE OPEN FROM 8 A.M. TO 8 P.M.

FOR BRANCH 6, OAKLAND, THURSDAY, DEC. 17, AT JENNY LIND HALL, 22ND AND TELEGRAPH. POLLS WILL BE OPEN FROM 8 A.M. TO 8 P.M.

Local 893 . . . Election Notice

Election of officers for Branch No. 1 will take place on DECEMBER 10, 1970, ROOM 610, 2601 MISSION ST., SAN FRANCISCO. POLLS WILL BE OPEN FROM 8 A.M. TO 8 P.M.

BRANCH NO. 2. Voting will be on FRIDAY, DECEMBER 18, 1970, in the MEETING HALL, 1452 NORTH FOURTH ST., SAN JOSE. POLLS WILL BE OPEN FROM 8 A.M. TO 8 P.M.

Local 960 . . . San Francisco Nominations and Election

Nomination of officers will be held on TUESDAY, DECEMBER 15, 1970, for the office of President, Vice-President, Secretary-Treasurer and Business Manager, Recording Secretary and three trustees.

Election of officers nominated will be on JANUARY 19, 1971, at 43 LANSING ST., SAN FRANCISCO.

POLLS WILL BE OPEN FROM 8 A.M. TO 8 P.M.

Local 624 Members Notice

There will be a general membership meeting for all Local 624 members Wednesday, Jan. 6, 1971, at 8:00 p.m. Meeting to be held in Community Hall, Machin Street and DeLong Avenue, Novato, Calif.

Purpose of the meeting is to vote on a dues increase of $1 per month. Only members with dues paid through December, 1970 will be eligible to vote. Bring your December receipt with you.

Executive Board
Teamsters Local No. 624

George Hunt Retires

OAKLAND—George Hunt, business representative of Local 302 for the past thirty-five years, has decided to retire, leaving a vacancy that will be hard to fill.

The story of George Hunt, a member of the Teamsters since 1924, could well be the "History of the Teamsters and Labor Movement" during the critical years.

George Hunt

WHENEVER and whatever happened to the Teamsters since the 1934 strike, George was an active participant.

He was elected trustee of the local in 1934 and became a full time officer in 1936. During those years he was a friend and associate of the men who made the Teamsters and the labor movement strong.

He was a charter member and strong advocate of the Teamsters Legislative Council.

DESPITE HIS activity in the internal affairs of Teamsters in the Bay Area, he was a constant fighter for the members of his local. A recent campaign was the protection of milk drivers on their routes.

He was a participant in all contract negotiations for his members and a representative of the Oakland milk drivers at international conventions and conferences.

It is the unanimous wish of his fellow members and associates that he will have a happy retirement.

Local 624 Dues Notice

In compliance with Article 10, Section 5-c of the International Constitution, all dues must be received in the office by closing time on the last business day of the current month. Anyone 90 days in arrears in payment of dues shall automatically stand suspended at the end of the third month.

Executive Board
Teamsters Local No. 624

Local 296 Meeting Notice

Special called meeting, raise in dues and/or a revision of benefit fund. This meeting will be held at Alpine Park Lodge at 2300 Canoas Garden Ave., San Jose, 7 p.m., Tuesday, Jan. 12, 1971.

Hank de Diego
Secretary-Treasurer

NOTICE
Local 588 Members

OAKLAND—December 30 will be the last business day of the month for dues payments.

Fraternally,
Jack McSherry
Secretary-Treasurer

Local 12 Members Notice

SAN FRANCISCO—By action of the membership meeting of November 18, the dues of Local 12 will be increased two dollars ($2) per month, effective Jan. 1, 1971. This will make the dues $10 per month.

Members are warned that the local will no longer send delinquency notices. The employer will be sent a notice to discharge members not in good standing under the terms of the collective bargaining agreement.

Article 10, Section 5-c of the International Constitution requires payment of dues on or before the last business day of the month to be a member in good standing.

Payment within the meaning of this section shall mean receipt by this Local.

Fraternally,
George P. Pedrin
Secretary-Treasurer

Local 490 Members Notice

Article 10, Section 5-c of the International Constitution requires payment of dues on or before the last business day of the month to be a member in good standing.

Payment within the meaning of this section shall mean receipt by the Local Union.

The number of members being suspended for failure to comply with the above is alarming.

Please take notice and be a member in good standing.

Fraternally,
Jerry C. Beatty
Secretary-Treasurer

Not Out Yet

BOSTON (PAI)—In the parlance of baseball, a National Labor Relations Board trial examiner has called strike one on two former American League umpires — but that's still a long way from being out "in the old ball game."

Examiner David S. Davidson, in what must have been a close decision, has refused to find that umpires Alexander Salerno and William T. Valentine, Jr., were illegally fired in 1968 for union activities.

We Do Not Patronize

Teamsters and their friends are urged not to patronize the following:

SAN FRANCISCO

Light Soda on Tap
625 Chenery Street
San Francisco Ambulance Service
2310 Post Street
Upholstery Supply
2285 Revere Street
Currivan's Chapel of the Sunset
2552 Irving Street
Michaels Artists and Engineering Supplies
Mosaic Tile Co.
1736 Fitzgerald St.
Smith Corona Marchant Corp.
W. W. Grainger Co.
Aero Special Delivery Service
Monroe Motors
311 Valencia St.
Modern Diaper
Park Lane CleanersN
French Drapery

EAST BAY

Big 'O' Tire, Richmond & Martinez
Luxury Cab Co., Oakland
Checker Cab Co.
City Cab
Associated Cabs
Reliable Cab Co.
Country Maid Creamery Products
Eddies Catering
Rels Sandwiches
Wintchell Doughnuts
Delly Foods
Mills Sales Vending
Daily Review
Smiser Freight Services
Jess C. Spencer Morturay
Chapel of the Valley Mortuary, Castro Val.
Patron Service, Berkeley
Town and Country Cleaners, Hayward
Duke's Catering

Golden West Catering
Golden West
Lou's Lunch
Union Lunch
Red's Lunch

MODESTO - MERCED

Pepsi-Cola

MONTEREY

Pyramid Van & Storage

SONOMA

Groskup-Weider Trucking Co.
1761 Denmark Street

SACRAMENTO

Courtesy Cab
Coca-Cola
Pepsi-Cola
Seven-Up
Capital Plywood
Super Tread Tire Co.
850 Riske Lane
Broadway Tire Service
Coit Draperies
Pop Pies
Hires Bottling
Pixie Bread
Party Pies
Canada Dry Products
Booster Bread

PENINSULA

Hoffman Bros., Frozen Foods
San Bruno
Parts Exchange (Partex)
So. San Francisco
Crown Imports Co., Inc.
1336 San Mateo Ave., So. S.F.
Coit Drapery Cleaners
Burlingame

SANTA CLARA COUNTY

All Jersey
Pixie and Boster Bread Co.
Tire Outlet
Cupertino Auto & Truck Parts
Brentwood Farms
General Appliance Co.
1785 Alum Rock Ave.
San Jose
Discount Furniture Co.
82 E. Santa Clara St.
Gerrard Tire Co.
Global Moving & Storage
1315 No. 10th St.
San Jose
Fernstrom Moving & Storage
1020 Bayshore Highway, Santa Clara
Able Label Tire Co., "d-b-a" Emporium Tire Center
American Auto Parts
Young Auto Parts

NEWARK

Gerard Tire Co.

VALLEJO

Knight's Lumber

BENICIA

Lutz Tire Co.

EUREKA

Humboldt Fir Co., Inc.
Hoopa
Yreka Western Limousine formerly Mendenhall
Eureka City Jitney Service

SANGER

Glacier Packing Corp.

YOUNTVILLE

Kenyon Building Supply
Napa
Heinke and Dybdahl Building Supply

STATEWIDE

Kennedy Enterprise
M. & M. Bus Co., California Sightseeing Tours
Klasco Products
Senor Foods

LOS ANGELES

Louis Plakos Trucking Co.
1307 East Eight Ave.

Free Hoffa

Continued from Page 1—

is entitled to the same standard of justice and elementary decency as the least influential among Americans.

"We in the Teamsters believe Jimmy Hoffa should receive a Christmas pardon from President Nixon, believing the President would increase his stature by so doing.

"Workers, both union and non-union, have received many benefits from Hoffa's union activities in bringing about better living standards for millions of American families.

"There is that old maxim that a 'friend in need is a friend, indeed,' and Teamsters everywhere are urged to write to the White House asking for Jimmy's release in time for him to be home for Christmas."

Local 70's Strike

Continued from Page 1—

"As you know, Judge Zirpoli of the U.S. District Court issued a decision yesterday (December 2, 1970) that Teamsters Local 70 is in contempt of an order of his court by engaging in a strike action against Granny Goose, Standard Brands and some of the other employers in the same industry.

The order which Judge Zirpoli found to have been violated was originally issued last May by Judge Lercara of the Superior Court of Alameda County. This was a temporary restraining order issued without a hearing and under California Law it automatically expires after fifteen days.

A few days after the Lercara order was issued we removed the case to the Federal Court where at that time the law prohibited any injunctions against unions in this kind of case. We filed a motion with Judge Zirpoli of the Federal Court to dissolve the temporary restraining order Judge Zirpoli did not rule immediately on the motion, and during the time the matter was pending before him, the Supreme Court issued a decision which allowed Federal Courts to issue injunctions in this kind of case. On the basis of that decision, Judge Zirpoli denied our motion to dissolve the temporary restraining order.

Nothing further happened in Federal Court up to the time the contemp proceedings was instituted. A week or so ago Dick Sarmento discussed with Duane Beeson Local 70's desire to strike the employers involved. Beeson informed him that in his opinion there was no longer an order in effect in view of the lapse of time since the entry of the original order and in view of the fact that the employers had made no effort to obtain a preliminary injunction. Dick also advised that there would undoubtedly be legal proceedings brought by the employer if a strike occurred and that there would be a legal question raised about whether the order was still in effect, but that it appeared that the law was on our side.

The employers immediately filed a contempt proceeding when the strike occurred and Judge Zirpoli filed an order shortening the time for the hearing. In fact we were served on the evening of December 1, 1970 and the hearing went ahead the next morning. Following the employers presentation of their case which amounted only to a showing that a strike was in effect we asked for a continuance in order to prepare a defense. Judge Zirpoli denied the request and stated that he was prepared to rule immediately.

The contempt decision was accompanied by the imposition of a fine in the amount of $50,000. The fine will be increased at the rate of $50,000 per day up to a total of $200,000 if the strike and picketing activity coninues. We stated to the Judge that the ruling would be appealed and asked for a stay of the effect of his order pending appeal. Judge Zirpoli said that he would grant a stay if a bond were posted in the amount of $1,000,000. The order of conviction and fine was signed by Judge Zirpoli at 5:45 p.m. on December 2, 1970.

We plan the following steps to overturn Judge Zirpoli's ruling:

1. An appeal will be filed on the morning of December 3, 1970.
2. We will apply to the appellate court for a stay of execution of Judge Zirpoli's order pending appeal with a reasonable bond in order to avoid the necessity of paying the fine during the period that the appeal is pending.
3. The attorneys have recommended that the strike cease in order to avoid the risk of an increase in the fine and to provide a more favorable context in which to obtain a stay of the order upon a reasonable bond pending appeal.
4. We will prosecute the appeal not only on the basis of our contention that the strike activity was lawful and that the order involved in this case had long since expired before the strike began, but on additional grounds including the refusal of the Court to grant a continuance in order to prepare our defense and on the contention that Judge Zirpoli's order and rulings show that his decision was based on intemperance and passion.

We have not changed our minds that the temporary restraining order which is involved in this case expired before the strike began. I think we will on that question in the appellate court. The attorneys believe that Judge Zirpoli committed reversible error in other respects and that there are excellent grounds for upsetting his decision apart from the principal issue. The appellate proceedings are expected to take several months but if we are successful in obtaining a stay there will be no immediate forfeiture of money for Local 70.

NLRB and Local 85

"In the past few months the National Labor Relations Board has stepped up its vendetta against Teamsters, Local 85," stated Local 85 Secretary Tim Richardson. "The NLRB is interpreting our contract as they think it should be interpreted and not in the way that it has been agreed to by the employer and the union."

To cite a few cases, at Folger's Coffee they ruled that Local 85 was guilty of an unfair labor practice charge when Business Agents Dan Flanigan, John Murnin, and Jim Baker insisted that teamsters from Local 85 load and unload the trucks at that location and not warehousemen and out-of-town drivers as is now being done since we are now prohibited under the NLRB order from enforcing our jurisdiction.

The West Transportation company was using a 315 driver to pick up and deliver within our jurisdiction. When Business Agent Jim Rourke corrected this the NLRB proceeded with an unfair labor practice case, even though the company aumitted they were wrong and the union won the case in grievance.

In a case against Royal Tallow where our members honored a picket line, unfair labor practice proceedings were filed against the union naming Business Agents Tom O'Donnell and Mike Fahey, and even though Royal Tallow dropped this case against us the NLRB proceeded with the unfair labor practice case.

As far as the San Francisco waterfront is concerned the NLRB has imposed a broad injunction against Local 85 wherein we would be subject to large fines for any stoppage of work on the waterfront. Meanwhile the PMA is hiding behind this injunction to try to make inroads into our jurisdiction. Also Local 85 members on the waterfront refused to handle grapes in support of the boycott of the Farm Workers Union. The grape companies with assistance from the NLRB filed a one hundred and twenty-five million dollar suit against Local 85, the AFL-CIO and the Farm Workers. The NLRB later dismissed any claim against the Farm Workers and the AFL-CIO but tried to hold Local 85 responsible. Our attorneys were able to work this case out.

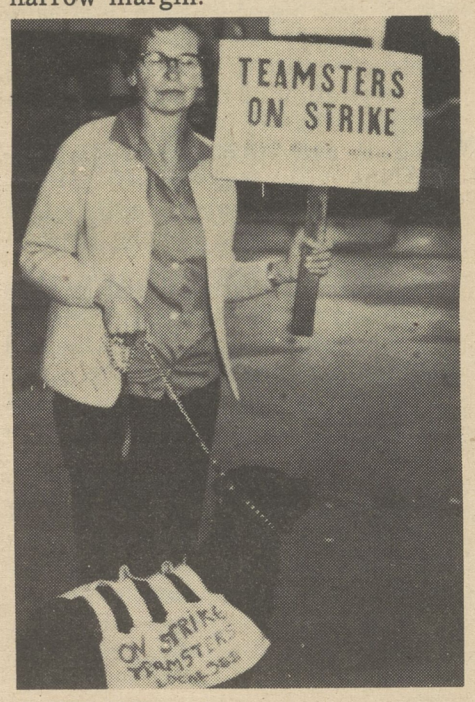
At the airport where a non-union carrier, Viking, took over the work of a union carrier, Shulman, and displaced ten men, the union filed unfair labor practice charges against Viking and this case was dismissed by the NLRB as unfounded but when Viking and the airlines filed unfair labor practices against the union, naming among others Business Agents Andrade and Baker,

—Continued on Page 4

SAN FRANCISCO . . . Local 85 drivers Mike Gaffney seated and George Youngman who were under pressure by NLRB attorneys to change their testimony but refused to buckle under pressure. Dan Davis not in picture received the same treatment by the Board attorney.

Drug Rack Contract

OAKLAND—Teamster members working for three wholesale distributors of drugs and other supplies for racks in Northern California ended a five-week strike when they ratified an area-wide contract by a narrow margin.



OAKLAND — It was five weeks on strike for Local 588 member Juanita Miller and the Local 588's picket line mascot.

The two-year agreement covers more than 1,000 members in locals from Bakersfield to the Oregon line, with the majority in Local 588.

The contract provides for hourly increases each year, retroactive from October 1, when the old agreement expired, to October 19 when they went on strike.

It also included an increase for health and welfare, funeral leave and higher mileage rates for employees who use their cars for work.

It was a long tough strike, said Local 588 President Fred Paredes, and it was obvious by the narrow margin of votes that ratified the contract that there are many dissatisfied workers. The only consolations is that the contract is for only two years.

With Paredes on the negotiating committee were Local 588 Secretary-treasurer Jack McSherry, chairman; Ace Hatton of Local 439, Harvey Killman of Local 386, Henry deDiego of Local 296 and Jim Dwyer of Local 150.

Firms covered by the settlement are Rawson Rack and Sundry Co., Eiselman Distributing Corp., Division of EMCO, and Handy Spot Co. of Northern California.

East Bay Teamsters

SAN LEANDRO — Special guest and an interesting speaker at the East Bay Luncheon at the Blue Dolphin was State Senator Nicholas Petris.

He gave an analysis of the November election results emphasizing the role labor played in the successful election of many candidates.

Senator Petris

He pointed out that the results stymied any plans of 'right-to-work' forces.

And, said Petris, it could signal a resumption of improvement of bread and butter issues for the workingman of California such as workmen's compensation and industrial insurance.

THE IMMEDIATE problem for the legislatures will be to overcome the influence of Governor Reagan's appointments in the Industrial Welfare Department. As an example, Petris explained, the State Supreme Court has overturned 12 decisions of the governor's appointees in the department's cases.

He said an effort will be made to get collective bargaining for farm workers.

Attorney Howard Jewell added to Petris's comments about the governor's appointees. As a union attorney he cited the day by day occurrence of trying to get cases settled before workmen's compensation referees whose workload is tremendous. An injured employee's usual wait for adjustment of his case is usually five months.

Jewel repeatedly emphasized the need for more referees in a state department where the Governor is inclined to economize.

THE SAME SITUATION exists in the Division of Industrial Safety. There are only two inspectors covering job safety in the northern part of California.

He also described Reagan's appointees to the Industrial Welfare Department as strictly management, whose decisions could be described as mean, malicious and vindictive.

Both Petris and Jewell warned the officials that in view of the above facts labor should consider politics as a year around job.

Petris gave an understandable description of the job labor's representatives in Sacramento are faced with on a day to day basis. He praised the Teamster Legislative Council as an effective and well-respected lobby at the State Capital. Because there is no way to change the appointments of the Governor, Petris said, the Teamster's representatives job is doubly important.

* * *

Local 853 Secretary-Treasurer Frank Farro introduced his son, Don Farro, who is now a representative of the Los Angeles Life Insurance Co. Frank proudly pointed out Don was a former member of Local 70 and 853.

* * *

Real unionism was demonstrated effectively when Local 78 asked for help.

Promptly 588 Business Representatives LeRoy Salido and John Mullen were at the offices of the Automotive Local and worked all day talking to members and assisting the officers of Local 78.

As Local 78 Secretary-Treasurer Bill York pointed out in a letter to Local 588 Secretary Jack McSherry: "Once again Local 588 had demonstrated what real brotherhood means in unionism, even though your Local Union is presently in the throes of a difficult strike."

Contract O.K.

MARTINEZ—Members of Local 315 employed by three Contra County scavenger companies will get a new pension plan and substantial wage increases by a new contract ratified a month before the expiration of the current agreement.

Local 315 Business Representative Joe Treas sai dit will set the pattern for contracts with eight other Contra Costa County disposal companies.

It covers 166 drivers and helpers employed by the Richmond Scavenger Co., Valley Disposal Service and Diablo Disposal Service.

The old contract, negotiated three years ago after a strike, expires Dec. 31.

The new agreement provides for wage increases each year, cost of living adjustments, pension plan, increased health and welfare contributions and a ninth paid holiday.

SAN FRANCISCO—Members of Local 856 working for the Teamsters's Security Office decided that it would be a better Christmas if each gril, instead of exchanging gifts, brought toys for the Fireman's toy drive for underprivileged children. Collecting the toys is Fireman Jim Ferguson from Rita Aiello, Sue Wright and Lilliam Bosnich of the Claims Department.

Hofmann Retires

SAN JOSE—"Due to my doctor's report, to slow down my activities . . ."

With this preface, Fred Hofmann announced he will not be a candi-

Fred Hofmann

date for re-election as secretary-treasurer of Local 287.

Hofmann is retiring after 31 years as a business agent and, since 1946, secretary of the San Jose Local.

ALL THIS TIME he has been a tireless worker and concientious participant in Teamster activities.

He has represented Bay Area Teamsters nationally as a panel member of the National Truckaway Grievance Committee, a panel member of the Joint Western Grievance Committee, and chairman of the Joint Council 7 Local Pickup and Delivery Grievance Committee.

He was chairman of the Joint Council 7 Supplement Committee of the National Freight Agreement, and a member of the Full Load Agricultural and Horticultural Negotiating Committee.

HE ALSO WAS a member of the executive committee of the California Teamsters' Legislative Council and a member of the editorial committee of the Northern California Teamsters' Newspaper.

Hofmann not only was active on these committees but during his term of office he was a close confidant and friend of International President James Hoffa and General Vice President Frank Fitzsimmons, International Vice President Joseph Diviny and was always called into conference by Western Conference leaders.

His advice and comments were always respected.

The members of Local 287 gave Hofmann a standing ovation at the conclusion of his announcement.

Local 85

Continued from Page 3—

the NLRB upheld these charges.

In the most recent case of the Independent Journal Local 85 members at Pier 46 in February of 1970 refused to load paper on a Garden City truck when pickets appeared on the dock with signs denoting that this paper was destined for the Independent Journal. The NLRB went to court and got an injunction against Local 85 along with the Typographical Union, No. 21, and Teamsters, Local 287, prohibiting them from refusing to load the paper under the threat of a fine. Later in October of 1970 when Local 85 members were turned back in Marin County by roving pickets the NLRB and Independent Journal went into federal court and attempted to bring criminal contempt charges against Teamsters Local 85, and me as its secretary, I.T.U., Local 21, and its president, Leon Olson, Local 70 and its president, Jim Muniz, and Local 10, the Longshoremen's Union, and its president, Robert Rohatch. At the present time these hearings are still going on and all books and records of Local 85 and these other locals have been subpoenaed in the federal court, thus further hampering and harrassing the unions in the carrying out of their normal activities.

However, it seems that even though President Nixon has said that he is going to take a hands off policy in negotiations between the employer and the unions it seems evident now that the NLRB, with assistance from the U.S. Marshal's office, has become the new standard bearer for union busting employers.

SAN FRANCISCO—Officers and some of the veteran members of Local 265 after the annual dinner for the retired Cab drivers: standing (left to right) Business Agents Gibson Moore, Albert (Gabby) Rinaldi; office girl Margaret Dunn, President Peter Derenale, Betty Chrisman, Trustee Rocky Graves and Secy-Treas. Jim Strachan. Seated are T. Hawkins, Tom Corey, Joe Granada, Bumper Jones and Abe Rubenstein. In the picture on the right is Abe in his 1928 vintage cab. Abe said it was a speedster, 50 miles per hour top speed, 20 miles per hour sideways and 30 miles forward. It was open cap 4-cylinder, no starter, and push button to stop the motor.

Sec.-Treas. Reports

A Hospital Visit—$1,286

What does a visit to the hospital cost today?

The Wall Street Journal reports a look at a recent 16-day visit to Johns Hopkins hospital in Baltimore by Karen Baines provides some disturbing answers. Although Karen, who is suffering from a kidney disease, required no surgery and was admitted primarily for a checkup, charges for medication and services nearly doubled the basic cost of her room.

Daily room and board charges at Johns Hopkins were $51, or $816 for the 16 days. A resident physician checked Karen daily at a cost of $8 a visit, or a total $128. A physical therapist at $4 a day cost $64. An electrocardiogram cost $15, and the hospital pharmacy charged $134.65 for drugs. Laboratory charges ranging from a $4.20 urinalysis to $67.20 for chemistry tests totaled $128.80.

Frank Farro

Thus the total cost of the visit came to $1,286.45. That comes to $80.37 a day, a figure hospital authorities say is about average for hospital care across the nation these days, though in many big cities it exceeds this figure substantially.

Also a copy of a speech: **Straight-From-the-Shoulder Talk To Medics.**

Einar O. Mohn, chairman of the California Council for Health Plan Alternatives, stirred up participants last June in the Sacramento Valley Counties Regional Post-Graduate Institute with his no-nonsense remarks:

"While we trust and respect you as individual physicans," Mohn said, "We think that health is too important to be left to the doctors."

Noting that labor will strive for national health insurance and "public involvement and control over the health industry," Mohn organized medicine. "Since I am accustomed to somebody telling me that their plumbers cost too much," Mohn stated, "I will anticipate the comparison with organized labor and point out some interesting facts.

"True, we bargain for more money all the time. But the key word there is **bargain.** Our officers are elected or appointed by elected officials. We bargain within the framework of federal and state laws that set down the rules for confrontation.

"And ultimately we must appeal to the public for support, for no contract battle can be won in the long run without public support.

"Now you tell me: With whom do you bargain? What state and federal constraints exist to assure the quality and rational price of your services? Your specialists are not chosen by election, but there are times when I think it might be a good idea."

Declaring that more and more Americans are demanding health care as a right and not as a privilege, Mohn concluded with the statement: "Institutions that stand in the way of that right are obsolete in American life. I urge you to join with consumers and look for new patterns of health care that will reach every person in our society that needs you."

F. M. FARRO
Secretary-Treasurer

Local 853 Report

1055 Collins Drive Oakland 94621
Secretary-Treasurer—Frank Farro President—Ken Morlatt
Vice President—Ray Blasquez, Jr. Recording Secretary—Al Costa
Trustees—Tom Langford Don Butcher Ernie Souza
Business Agent—Manual Cordeniz

Seattle Firm Is Accused

The U.S. Labor Department has accused a Seattle firm of leaving some 179 employees unpaid when it suspended work last June on a $3 million van-stuffing contract at the Oakland Army Terminal.

The Labor Department's Wage and Hour Division in Oakland has filed a complaint against the Pacific Intermodal Corp. of Seattle, seeking to force payment of an estimated $44,000 in back wages. A Labor Department spokesman said this was "two or three weeks wages."

Vernon Conrad of Seattle is listed as president of Pacific Intermodal.

Conrad said here that Pacific Intermodal was forced to suspend its contract by the federal government's failure to provide vans to stuff with military cargo for shipment overseas.

That failure followed a Teamsters strike that tied up deliveries to the Oakland Terminal last spring.

Pacific Intermodal is seeking $300,000 from the government, Conrad said, based on a charge that the government breached its contract by not supplying the vans.

The government also is holding $94,000 of Pacific Intermodal funds, Conrad said.

He described Pacific Intermodal as "dormant, not bankrupt."

Conrad now is vice president of the International Container Services, which recently entered upon a one-year, $1,133,000 contract to operate chill and freeze warehouses handling perishable foods at Pier 91 for the military.

International Container Services is an entirely different company from Pacific Intermodal, Conrad stressed.

He described International Container Services as a wholly-owned subsidiary of the Terminal Transfer Corp. of Portland. The Portland firm held no interest in Pacific Intermodal.

The Defense Personnel Support Center was aware of Conrad's participation in Pacific Intermodal when it awarded the Pier 91 chill and freeze contract last month. In fact, it investigated the Terminal Transfer tie thoroughly to assure financial reponsibility.

ATTENTION
Army Terminal Employees:

By TOM LANGFORD

I have received this article from the Seattle Post-Intelligencer, Nov. 20, 1970, issue, pertaining to Pacific Intermodal. As we stated in the past, we would keep all members informed of any progress as to the recovery of all money due to any member that was employed at Pacific Intermodal Corp. After many hours of research and investigation, Al Costa and myself finally found out that the company was back in business in Seattle.

Al and myself contacted the government agencies involved and were informed that a hearing would be held and that we would be called upon in the near future for our files and statements, at a Federal Court hearing to be held in the near future.

We are also attempting to set up meetings with newly elected Congressman Ron Dellums. We will keep all members well informed of the outcome.

Al Costa, myself and all the rest of the officers want to thank you for your cooperation in this matter.

Tom Langford
Organizer

OFF THE TOP

RAY BASQUEZ, JR., reports the 5½-week strike at Handy Spot Co. is concluded. Voting on the area-wide agreement was real close when final tally was taken, with Locals 853 and 588 turning the proposal down . . . National Biscuit negotiations, still in progress, very close to a settlement . . .

Negotiations now in progress with Lincoln Engineering . . . Seaport Automotive Telephone Sales organized with wage gains ranging from 40 cents per hour to $1.06 for the first year with wage increases comparable to Master Agreement over next two years . . .

Local 853 members respecting picket line at Lucky Stores, established by Local 29, are now back to work. An excellent and exceptional job was done by all 853 members who helped. Hats off to Al Costa and Jimmy Muniz for finally wrapping up things. New byword for Local 853—UNITY AND AMNESTY . . .

DON BUTCHER reminds all Shop Stewards from Wards to begin writing down proposed demands for the new contract . . . Simco contract is just about wrapped up . . .

AL COSTA is again asking for any and all help in organizing a drive with Campbell Chain Co. This has become a special challenge for Al and he wants very much to win the election . . . Up for NLRB election is Casings Western . . .

With help from Local 70's president, Jimmy Muniz, and 31 hours of time, we got complete amnesty for Lucky employees involved in Local 29's strike . . . In current negotiations with Likit Window Co. . . .

MANUEL CORDENIZ still has a strike with Musical Isle of America, with Federal Mediation Service being called in . . . Arbitrator Robert Burns has been selected for arbitration with Pacific Oxygen in the discharge of Sal Marquez . . . Goodyear Tire Co. deadlocked Board of Adjustment concerning unloading of boxcars and matter is going to arbitration. Total money involved is $32 for one day's work . . .

FRANK FARRO attended welfare meeting in Los Angeles . . . Sat in on Davis Wire negotiations . . . Will be going to National Health and Welfare Conference in December . . .

TOM LANGFORD collected two day's sick pay from Raymark Cargo for people who went to new outfit, F.W.J. . . . In with Zelman Co. negotiating now to get people present rates and conditions in Drug Contract . . . Davis Wire referendum ballots now being mailed out to employees to vote on the new contract. Working hand-in-hand with Tom in getting a tentative agreement was Shop Steward Frank Howser. Tom states Frank's assistance was very valuable . . . Working with Al Costa on Casings Western and Campbell Chain in organizing drive . . .

KEN MORLATT reports that Sears' contract is wrapped up, with money for members under Company Health & Welfare to buy into Dental & Drug under Teamsters Plan . . . Handling grievances at Montgomery Ward Co. . . .

Meetings of Local 853

MEMBERSHIP MEETS 2nd Thursday of every month. Executive Board 1st Tuesday of every month.

STEWARDS MEET quarterly (Subject to notification).

DIVISION and CONTRACT meetings subject to call.

Executive Board

Secretary-Treasurer
Alex N. Leishman

President
James (Jimmy) Muniz

Vice President
Stan Botelho

Recording Secretary
Dick Durossette

TRUSTEES

Ron Rocha
Art Soto
John "Jack Sweeney

Conductor, Mel Baptista
Warden, Eddie Gouveia

RUMORS

D. Durossette

The entire membership knows that this local union is involved in probably the biggest fight it has ever had. Two ingredients are necessary in all of us if we are to succeed—complete loyalty to one another and to the officials, and high morale. You cannot have one without the other.

President Muniz has stated on many occasions, and has indicated by his actions on many more occasions, his complete loyalty to this membership. Reciprocity has not been forthcoming from a few members of this Local.

Several rumors have been started (presumably by the employers — certainly not by your Executive Board) indicating a sell-out by the officials or implying that we will never win, and that we are stuck with the National Master Freight Agreement and Supplement.

None of this is true. Not a syllable is even remotely close to being the truth. The Local Union was offered a settlement by the C.T.A. Your Executive Board turned the settlement down and directed our legal staff to continue their endeavors for us (Local No. 70).

There is no way we are stuck with the Master or Supplement yet. The case is still in litigation, and no prospect of conclusion looms for at least eight or nine months — (writer's un-educated guess).

Another aspect of this situation to be considered is that of an individual or individuals who would, from a very selfish and ignorant standpoint, attempt to destroy our loyalty and morale to further a political ambition. This, of course, would have to come from the very core of the Union and would do the most harm.

A great deal of discussion could take place on the subjects of loyalty and morale, but this is not the place to do it. Our internal problems must remain internal until they can be resolved.

To dispel any rumors or lies — this Local has not settled the issue of the contract. We are still in court and will continue to fight—with everything we have and in every court available to us. Remember, if the information doesn't come from President Muniz, or if you read any communication not over his signature, it probably isn't true and should be disregarded.

This article is not printed facetiously and is not meant to tread on any toes. However, the importance of the contents must be conveyed to the membership. This writer hopes that the readers of this article receive the message as it is intended.

BENEVOLENT MEMBERS

D. Durossette

Unfortunately but necessarily, the Executive Board moved on November 11, 1970 that all benevolent members shall be self-sustaining at all times.

This was subsequently approved by the membership on November 17, 1970, and became effective December 1, 1970.

What this means is that any and all benefits received by the benevolent members constituting a cost of monies shall be paid for in full by the benevolent member. Therefore, effective December 1, 1970, the dues for the benevolent members will be $2.25 per month. This includes life with dues insurance, Sick Fund benefits and membership in the Contra Costa Blood Bank.

We ask that those benevolent members who have paid their dues in advance at the old rate of $1.50 per month check their Dues Payment Record Cards and remit the difference of 75c for December, 1970 and every month thereafter already paid.

Bound to Multiple Bargaining?

D. Durossette

NOT SO!!!—Bob Freitas and Dick Sarmento recently concluded negotiations with Golden Grain Macaroni who, by the way, was signatory to the National Master Freight Agreement from 1967 until 1970.

The new contract with this company, which was ratified by a unanimous vote November 25, 1970, is an agreement completely outside of the Master Freight Agreement. No easy thing to do—this undertaking was nevertheless accomplished because of the extremely long hours of hard work put in by Bobby and Dick.

Some things are better left unsaid, as some unfriendly eyes glance over this newspaper. However, the concerned membership can see that a major accomplishment was achieved.

GOLF

Well, we finally have a Tournament Committee!

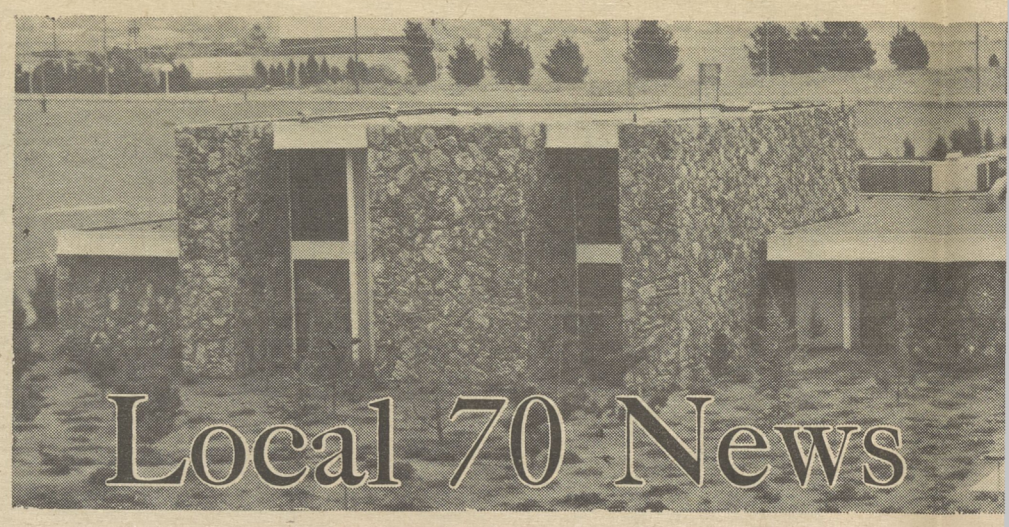
This committee is comprised of Tony Grmoja, Al Ilardi, John Bromstead, Eddie Montoya, Roger Bastion and Dennis Sullivan. Bastian and Montoya don't know they are on the committee yet, but . . .

The Tournament Committee will meet soon and determine the golf courses to be played, the cost involved, trophies, guest flights and etc. As soon as this information is obtained, the membership will be notified.

It is no easy task to reserve golf courses for 200 to 400 people, so all of your cooperation with the Tournament Committee will be ap-

OFFICIAL PUBLICATION

THIS NEWSPAPER, LOCAL 70 NEWS, IS THE ONLY OFFICIAL PUBLICATION OF LOCAL 70. IT IS THE LINK OF COMMUNICATION BETWEEN YOU AND YOUR UNION. ANY AND ALL INFORMATION COMING FROM YOUR UNION WILL APPEAR IN THIS PUBLICATION. IT IS EXTREMELY IMPORTANT THAT YOU READ THIS PAPER MONTHLY.



President Reports

Local 70 Plans to

"As you know, Judge Zirpoli of the U.S. District Court issued a decision yesterday (December 2, 1970) that Teamsters Local 70 is in contempt of an order of his court by engaging in a strike action against Granny Goose, Standard Brands and some of the other employers in the same industry.

The order which Judge Zirpoli found to have been violated was originally issued last May by Judge Lecara of the Superior Court of Alameda County. This was a temporary restraining order issued without a hearing and under California Law it automatically expires after fifteen days.

Jim Muniz

A few days after he Lecara order was issued we removed the cae to the Federal Court where at that time the law prohibited any injunctions against unions in this kind of case. We filed a motion with Judge Zirpoli of the Federal Court to disolve the temporary restraining order. Judge Zirpoli did not rule immediately on the motion, and during the time the matter was pending before him, the Supreme Court issued a decision which allowed Federal Court to issue injunctions in this kind of case. On the basis of that decision, Judge Zirpoli denied our motion to dissolve the temporary retraining order.

Nothing further happened in Federal Court up to the time the contempt proceedings was instituted. A week or so ago Dick Sarmento discussed with Duane Beeson Local 70's desire to strike the employers involved. Beeson informed him that in his opinion there was no longer an order in effect in view of the lapse of time since the entry of the original order and in view of the fact that the employers had made no effort to obtain a preliminary injunction. Dick also advised that there would undoubtedly be legal proceedings brought by the employer if a strike occurred and that there would be a legal question raised about whether the order was still in effect, but that it appeared that the law was on our side.

The employers immediately filed a contempt proceeding when the strike occured and Judge Zirpoli filed an order shortening the time for the hearing. In fact we were served on the evening of December 1, 1970 and the hearing went ahead the next morning. Following the employers presentation of their case which amounted only to a showing that a strike was in effect we asked for a continuance in order to prepare a defense.

Restricted Zones On Otis St. In Alameda

Dear Sir:

Our department has received information from Local 70, Teamsters Union, Oakland, that your publication publishes news and information for the Teamsters Union in this area of California.

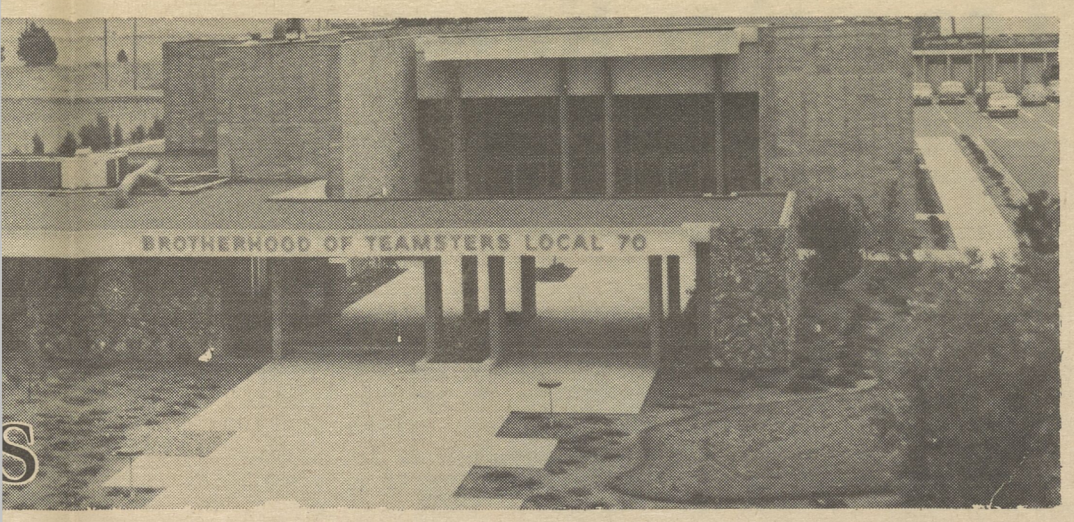
We would like to ask your assistance to notify teamster members of a problem existing here in Alameda concerning commercial truck routes. Our department has received many complaints of commercial trucks using a section of residential street as a through highway in violation of our Truck Route Ordinance. This section of roadway is Otis Drive, between Park Street and Westline Drive in the City of Alameda. Any vehicle in excess of two tons is prohibited from using this street except for the purposes of delivery in the area, and are then only permitted to reach a delivery point by the most direct cross street available from the regular established truck route.

Officers of our department have been informed to cite all vehicles violating the Truck Route Ordinance and we wish to appeal to the truck drivers not to use this street.

We feel that an article in your publication would assist us in contacting the many professional drivers who are members of the Teamsters Union.

Thank you for your assistance in this matter.

Yours truly,
Richard Young
CHIEF OF POLICE
Alameda, California



Business Agents

Joe Arino	Larry Dias	Bobby Freitas	Ted Kaufman
Chuck Mack	Roy Nunes	Ed Painter	Lou Riga
Billy Rodgers	Dick Sarmento	Alex Ybarrolaza	Bob Windsor

Dispatchers

Wm. "Bill" Fagundes — James "Jim" Murphy — Al Fialho

to Appeal Decision

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Judge Zirpoli denied the request and stated that he was prepared to rule immediately.

The contempt decision was accompanied by the imposition of a fine in the amount of $50,000. The fine will be increased at the rate of $50,000 per day up to a total of $200,000 if the strike and picketing activity continues. We stated to the Judge that the ruling would be appealed and asked for a stay of the effect of his order pending appeal. Judge Zirpoli said that he would grant a stay if a bond were posted in the amount of $1,000,000. The order of conviction and fine was signed by Judge Zirpoli at 5:45 p.m. on December 2, 1970.

We plan the following steps to overturn Judge Zirpoli's ruling:

1. An appeal will be filed on the morning of December 3, 1970.
2. We will apply to the appelate court for a stay of execution of Judge Zirpoli's order pending appeal with a reasonable bond in order to avoid the necessity of paying the fine during the period that the appeal is pending.
3. The attorneys have recommended that the strike cease in order to avoid the risk of an increase in the fine and to provide a more favorable context in which to obtain a stay of the order upon a reasonable bond pending appeal.
4. We will prosecute the appeal not only on the basis of our contention that the strike activity was lawful and that the order involved in this case had long since expired before the strike began, but on additional grounds including the refusal of the Court to grant a continuance in order to prepare our defense and on the contention that Judge Zirpoli's order and rulings show that his decision was based on intemperance and passion.

We have not changed our minds that the temporary restraining order which is involved in this case expired before the strike began. I think we will on that question in the appellate court. The attorneys believe that Judge Zirpoli committed reversible error in other respects and that there are excellent grounds for upsetting his decision apart from the principal issue. The appellate proceedings are expected to take several months but if we are successful in obtaining a stay there will be no immediate forfeiture of money for Local 70.

It is of course always a blow to have a ruling made against our Local Union which is as serious as this in terms of the amount of money involved. Objectively however our legal position in the appeal is sound and there is every reason to believe that we will win in the end.

Secty.-Treas. Report

Al Leishman

TO CASUAL WORKERS

A. LEISHMAN

All casual workers are requested to retain their copy of the referral slip.

Our experience shows a lot of lost time (which is money) to go through the records to obtain information on claims for back money, etc.

Your retention of this document will expedite the settlement of any claims.

T.E.A.M.

D. Durossette

Approximately a year ago Local No. 70 joined an organization called T.E.A.M. which is headquartered at the Western Conference of Teamsters.

After approximately a four-month membership, the Executive Board decided that it was a waste for Local No. 70 to pay a 5c per capita ($400.00 per month) considering the service we received. Subsequently we withdrew from T.E.A.M.

A representative from that organization has appeared before our Executive Board on at least three occasions in an attempt to bring Local No. 70 back into the fold. Each time the Executive Board has put the matter off or has held it in abeyance.

At the regular membership meeting on November 19, 1970, the subject was raised by Business Agent Riga. He, with full knowledge that the Executive Board had this matter under consideration, introduced a motion that would have bound Local No. 70 to T.E.A.M. and the Western Conference to the tune of 5c per member per month. This would be in addition to the 37c per member per month we already pay the Western Conference. What the Local receives for that 37c this writer has not yet been able to determine — and to compound this with an additional 5c payment would be ludicrous.

In the course of the one and one-half hour debate on this matter, it was brought out that the organization called T.E.A.M. uses retired Teamsters for their picket duty, and only after the local has received "strike sanction." It was humorous to note that, after having applied for strike sanction some six months earlier, the sanction was granted four days after the matter of Local No. 70's proposed membership in T.E.A.M. was so hotly debated.

Coincidence?—Possibly.

In any event, the motion put by Business Agent Riga lost by a substantial margin. The officers of your Executive Board wish to express their thanks to the membership for the vote of condence indicatd by their vote on November 19, 1970.

TAKE NOTICE

Recently an arbitrator awarded a grievant back pay for the period of time spent at the hearing. This was, without a doubt, precedent setting—and certainly a just decision.

Members in the unfortunate position of arbitration, now or in the future, might remember this for they could have a claim for lost wages if required to work during an arbitration hearing.

Social Security Information

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If you're in that half of the U.S. population that's under 30 you may think social security is something remote and unimportant to you right now. Not so, according to J. Leland Embrey, Social Security District Manager for the San Francisco Civic Center District Office.

"In this generally healthy and youthful group, nearly 2½ million people receive benefits because they are disabled or are dependent upon disabled workers. Over 3 million widowed mothers and young children get monthly social security checks as survivors of workers," Embrey stated. "Half a million students age 18 to 22 and a quarter of a million people who became disabled in childhood get monthly benefits as the children of retired, deceased, or disabled workers," Embrey went on. "Disabled children get social security benefits as long as they are not able to work."

CONSTITUTIONAL AMENDMENTS

D. Durossette

Most of you are aware that the next International convention will be called to order sometime in July of 1971, approximately six months from now.

Article III, Section 9 (a) of the International Constitution states:

Thirty (30) days prior to each Convention, Local Unions, Local Union officers, members in good standing, or the general officers shall have the right to send to the General President proposed amendments or additions to the Constitution, or resolutions, which shall be submitted to the Constitution Committee when it meets. This shall not deprive delegates to the Convention of their right to propose amendments or additions to the Constitution during the Convention or to submit resolutions or amend resolutions during the Convention in accordance with the rules governing the Convention. However, in all instances a proposed amendment or addition to the Constitution, or a resolution or amendment to a resolution shall be referred to the Constitution Committee.

The intent of this news article is to call your attention to the fact that a convention will be held in the near future, that amendments and resolutions will be considered by the Constitution Committee, and that you have the **right** as a member in good standing to submit for consideration such amendments or resolutions as **you** deem fit.

Without doubt, some changes are needed as many members have indicated. This, then, is the opportunity to attempt the changes you, the membership, seek. Your officers and officials call upon you to submit your proposed amendments or resolutions within the prescribed time limit. They may be sent to Local #70's business office for forwarding to the International headquarters, or you may submit them yourself directly.

Meetings

REGULAR MEMBERSHIP MEETINGS are held on the fourth Thursday of each month.

EXECUTIVE BOARD MEETINGS are held on the second and fourth Tuesday of each month.

STEWARDS MEETINGS are held on the third Tuesday of each month.

Committees

BY-LAWS COMMITTEE

Fred Amaral, Frank Arroyo, William Botelho, George Hansen, William Simpson, Joe Souza, George Wells.

SICK COMMITTEE

Frank Arroyo, Ray Arroyo, Joe Carillo, Eugene Derieg, James Dodge, Bob Williams, Lloyd Adcock, Honorary Member Jim Brammell, Verne Fiedler, Lee Hafley, James Rush, Hank Rivera, Willie Thomas, Bennie Whitfield.

Steelworkers Unveil Demands For 1971

PITTSBURGH (PAI)—The United Steelworkers' wage policy committee, meeting here, voted to demand major wage increases, restoration of the cost-of-living escalator without ceiling, pension increases and other benefits in bargaining with Big Steel next year.

Steelworkers President I. W. Abel said that "I don't think there is any question that union members are prepared to strike to back up their demands." The current contracts expire July 31.

Abel said that USWA members "are determined to receive equity" at the bargaining table and are "fed up" with inflation that erodes their pay and benefits.

The top priority demand, he continued, is the cost-of-living clause. The Union gave up the clause in 1959 negotiations and "as a result our membership has suffered."

No price figure was given in the wage increase demand but Abel described it as "very substantial."

Asked whether he thought the demands inflationary, Abel said: "The Steelworkers did not cause inflation—we have been the victims of it. Inflation has reall come about in the last 20 months. All we want to do is participate in the economic progress of the last three years."

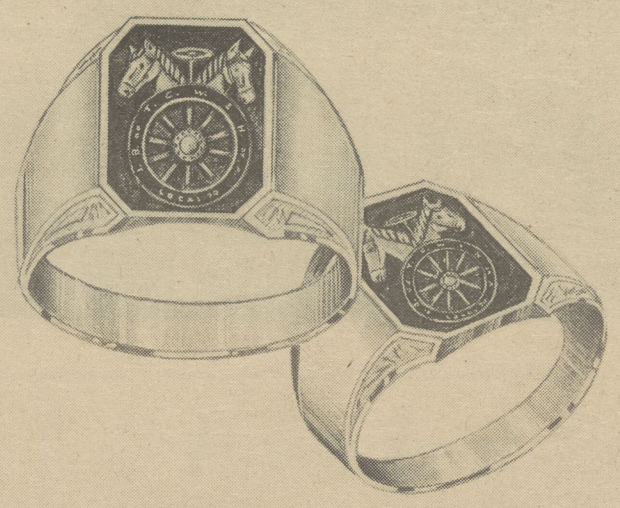
Job Safety Bill Top Priority

WASHINGTON (PAI)—Job safety is being given top priority by the AFL-CIO in the "shockingly long" list of unfinished business of the lame duck 91st Congress.

A statement adopted by the AFL-CIO Executive Council, at its Fall meeting here, said that it "strongly endorses the Williams-Daniels bill. It opposes any attempt by the Administration to substitute a big-business-oriented measure."

The Williams-Daniels bill vests responsibility for establishing and enforcing job safety and health standards in the Department of Labor. However, Secretary of Labor Jams D. Hodgson says he favors having outside standards groups fill this role.

Teamster Rings



The ring pictured above is one specially designed for members of Local No. 70. It is made of sterling silver and is a heavy, durable piece of jewelry.

These rings will sell for $15 each, and the monies obtained will go into the Scholarship Fund. This price is quoted on the basis of volume orders. The ring is also available in solid gold, but the cost is substantially more—approximately $65.

These rings are of good quality and the cause, of course, is a worthy one. All members would benefit—especially those with children.

There will be further information regarding this item in future issues, and anyone interested can contact President Jim Muniz.

Something to Think About

D. Durossette

The following are some excerpts taken from a pamphlet published by the United Steelworkers of America. In reading the entire pamphlet, this writer thought that some of the contents of that pamphlet would be of interest to the membership. Perhaps more paramount would be a detailed understanding of why it is so necessary to cast your ballots for those candidates who are friends of the working man.

(a) For every **two** people out of work when the Nixon administration took office are **three** today. This adds up to 4,100,000 people. Another 2,300,000 people are working only part time. This adds up to 6,400,000 people out of luck—and it's getting worse.

(b) The length of time people are out of work, which means exhausting their unemployment benefits, is getting longer. Young people are having a harder and harder time getting jobs. Negro unemployment rates are going up. There are fewer jobs for women who have to work to help meet the rising cost of living. In two years the Nixon administration has changed the job picture of the previous eight years. Instead of more jobs, there are fewer. Instead of hope there is fear. Instead of opportunity—frustration.

(c) There are 3,200 less job in the San Francisco-Oakland area now than there were a year ago.

(d) One half million Californians are unemployed—about 6% of the labor force.

(e) The purchasing power of earnings has fallen $3.08 in the San Francisco-Oakland area.

(f) The cost of living at a **moderate** level for a family of four has soared in the past year to $767.00 a year for the San Francisco-Oakland area.

(g) Workers' buying power under the Nixon administration is down $1.80 a week so far. The prediction is, at the current rate of decline, that the buying power of the worker will be down $6.50 per week by 1972.

(h) A week's supply of food for a family of four that cost $45.00 a year ago costs $50.00 this year.

(i) In January of 1969 there were 2,600,000 workers unemployed. In the summer of 1970 there were 4,100,000 workers unemployed—plus 2,300,000 working only part time. The Nixon administration has managed to produce two adverse situations at the same time—higher cost of living and increased unemployment.

(j) We are experiencing the highest interest rates in a hundred years—9.2% on F.H.A. mortgages. With this rate, under the Nixon administration you will pay $10,137.60 more for the same house that you paid or could have paid had you purchased it during the previous administration.

(k) The average rate of growth based upon the national income per person reflects the economic growth of the country. The economic growth of our country today is down 4.4% to the level of 1.9%. Example: The highest rate of growth was 7.4% during the Roosevelt-Truman period. That dropped to 2.6% with Eisenhower as president, and rose again to 6.3% with Kennedy and Johnson.

Incidentally, these may not mean too much to the working man—but put together it means a hell of a lot of financial problems for us, the truck drivers — the working man. What good does it do to negotiate a contract if there are no jobs? These are the reasons why your Local Union opposes any contract that dares place a cap on the cost of living, and why we continue to fight.

Congratulations are in order for all Democrats who got out and voted in the past election. The results show what can be accomplished when we move together toward the same end. However, as luck (or bad luck) would have it—we are still stuck with Reagan. Troubles can be expected for, in this writer's opinion, he can be a very vindictive person.

(1)	1968 Democratic Prosperity	1970 Republican Recession
Unemployed	3.6%	5.0%
Weekly Take-home pay (1957-59 Dollars)	$79.07	$78.03
Cost of Living	Up 4.2%	Up 6.0%
Moderate yearly budget—Family of 4	$9,600—(Estimated)	$11,000—(Estimated)
Mortgages ($20,000 for 30 years)	$49,096—(7.25%)	$59,232—(9.2%)
Housing starts	1,550,000	1,300,000—(Estimated)

Unemployment Insurance Information

Improper conduct during a strike may wind up getting a picketing striker fired for misconduct connected with his work making him ineligible for unemployment insurance after the strike is over.

While on strike the claimant stood across the street and flashed sun rays into the eyes of non striking employees with a mirror as they left the plant at the end of the day. After the strike he was discharged.

During a trade-dispute the employer-employee relationship is not broken but suspended. Thus if a worker's actions during a strike constitute misconduct, his actions are considered to be in connection with his work.

His actions constituted mischievous conduct which went beyond peaceful picketing and constitutes misconduct.

CHECK YOUR SOCIAL SECURITY!

REQUEST FOR STATEMENT OF EARNINGS

Account Number			
Date of Birth	Month	Day	Year

Please send me a statement of the amount of earnings recorded in my social security account.

NAME Miss
Mrs.
Mr.

ADDRESS:

CITY, ZONE
STATE

Sign your name as you usually write it

Sign your own name only. Under the law, information in your social security record is confidential and anyone who signs someone else's name can be prosecuted.

If your name has been changed from that shown on your account number card, please copy your name below exactly as it appears on that card.

UPE 38

Officials of the Social Security Administration advise that every person check his Social Security account at least once every three years.

You can check yours by using the coupon printed below. Just clip it, paste it firmly on a postal card and mail it to Northern Calif. Teamster Newspaper, 25 Taylor St., San Francisco, Calif. 94102.

From Sacramento

News from Local 150

From time to time we make request of our membership to purchase products that are being delivered by union people who are under contract with our local and support them as much as possible so with that in mind we are going to urge your support and help on these next few words. This is directed to those of you who live in areas where water softeners are used. As we understand it there are a lot of our members who live in the parts of Sacramento and also certain counties where you are renting or buying a water softener in order to make your living more comfortable, we have only this to say. There is only one water softener service that is union and that is SERVISOFT. Let's try and give our members a break and if you know of some one who is thinking about installing one or taking the service be a good guy and steer them on to SERVISOFT and most of all if you yourself have one let's get with it and check to see if you are doing business with a union firm.

The next one we'll talk about is also water. The next time you push that little button on one of those water bottles in your office, dock, and even in your home take a good look at the name of the company who is delivering the water and who's equipment it is. If it isn't ALHAMBRA WATER then it is non union. So again we say let's give our union members a break and support them and their products as it is only through your help that maybe somewhere along the line will we be able to get the non union companies under contract. If each one of us would put a bug in a friend or neighbors ear or do it ourselves I'm sure our members who are involved in these companies we've mentioned would certainly appreciate your efforts.

* * *

Some time ago TONY SANTOS was added to the staff of local 150 in the capacity of an organizer and to say the least TONY has really been out beating the bushes for new firms that are up for grabs and without any union contract. TONY has engineered and won quite a few N.L.R.B. conducted elections and is filing for more each week.

SANTOS came to the local by way of Granny Goose (are you man enough to try one?) with very little knowledge of doing any organizing for real and in these past months has become a real pro in the field of organizing. TONY originally comes out of the bay area and had a background of being a strong union man and it must have paid off for him as he is doing a splendid job for the local. TONY like every one else who has done any organizing claims, the key person in getting these non union companies set up for a contract is that driver who is delivering to them and can get a chance to bend the guys in the warehouse ears on the many benefits in having a union contract. If by chance you are one of those drivers who are making deliveries to some company you know is not under contract and the guys there are interested in going union just get some one's name and get it to TONY and he'll do the rest.

* * *

CECIL TOBIN and HOWARD RUSH manned a picket line at the A. W. Hays Trucking Co. over in Woodland for a short time this month over the freight contract but as we understand it everything is back to normal with all parties concerned. While I was writing that I just tried to remember when the last picket line was established by this local over in that area. Anyone know?

* * *

Secretary-Treasurer Jack Fitzsimonds reports that he is quite aware that some of you are having difficulty with your health and welfare claims but is finding out that a lot of the forms are not being filled out properly by the members or the doctors fail to send them on to S.F., however, in any case, if you are having a bad time please contact JUANITA in the office and she'll try to get the matter straightened out. Another hot item is the drug reimbursement plan. Some of the people we talk to get their loot back right away and then there are those who are ready to go to fist city over the whole situation, but like we say contact the office and if that won't get it done I guess the only thing left is to refer you to the Fact Finder in the Sacramento Bee.

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EDITORIAL COMMITTEE
Joseph J. Diviny, Chairman; Mark O'Reilly, George E. Mock, Pete Andrade, Jack Goldberger, Fred Hofmann, Al Brown, Jack Dillon, W. J. Kiser.

Fitzsimonds On Legislative Council

SACRAMENTO — John O. Fitzsimonds, secretary-treasurer of Local 150, was appointed to the California Teamster's Legislative Committee's Executive Board.

He will fill the vacancy created by the untimely death of Carl Olsen.

The announcement of the appointment was made jointly by International Vice President George Mock and Council Director Vern Cannon.

Newspaper Settlement

Continued from Page 1—

Besides Teamsters, the agreement covers editorial, advertising, office and craft employees of the San Francisco Chronicle and Examiner, Oakland Tribune, San Jose Mercury and News.

TEAMSTER NEGOTIATORS with Goldberger were Elton Bovie, Local 96 secretary; Harry O'Donnell, Local 296 secretary, and Al Vergez, Local 921 secretary.

Negotiations were started several months ago at the suggestion of Sam Kagel, San Francisco mediator and arbitrator who helped settle the 1968 newspaper strike here. There were separate negotiations on limited fringe issues and joint bargaining on money items.

SACRAMENTO—Four days including Saturday on the picket line won a satisfactory contract for the office clerical members of Local 150 who work at the Brunswig Drug Co. Secty-Treas. Jack Fitzsimonds said the determination of the girls was the deciding factor in the dispute.

The Land of Tall Trees

By Sal F. Burke

As Christmas approaches over the great land of ours, Local 684 is engaged in what is undoubtedly the worst fight in its thirty-five year existence on behalf of its over one hundred members who were employed by Scheckla Transport, Inc. and Redwood Construction Co., Inc. —both trucking companies engaged in the transportation of forest products. On December 6 the strike entered its second month at Redwood Construction and the Scheckla strike passed its first month on November 23.

Sal Burke

In our November copy, we optimistically stated that our December copy would carry a message of labor peace in issues that have covered the past one year and a half. Instead, the Redwood Construction Co., Inc. decided to take on a fight, resisting recognition, refusing to meet with the Union: all this in spite of the fact that the employees of the company **voted for the Union by a vote of 80 to 50!** The law firm of Littler, Mendelsen and Fastiff (Robert M. Lieber, the attorney in this case) is continuing to harass the Union through filing 'protest of election' and the avenues under the act to prolong the strike, with the apparent result to be the breaking of the Union. Both Mr. Robert Lieber of the above noted law firm and Mrs. Chris Nicolos, the President and Manager of Redwood Construction, have rebuffed all attempts on the part of the California Conciliation Service to bring the parties together for bargaining. They have adamantly stood on the basis that the Union was never certified, therefore, the Union was not the bargaining agent and further, they capitalized on publicizing that the strike being carried by Local 684 was an illegal strike. The above publicity along with the fact that the California Department of Unemployment is disqualifying all of the members of Local 684 including some 105 drivers who were on winter layoff as early as October were disqualified on the grounds that they refused when the company sent out letters calling for scabs. This Local Union is appealing this case and hope to win if only on the basis that the State of California cannot use the Department of Employment by denying unemployment benefits, put itself in a position of becoming a brokerage for the employment of scabs. We ask all of our Local Unions to write to the State Board of the Department of Employment, the Unemployment Appeals Board, and let your feelings be known in this respect. We can go along with the ruling that an individual who is on strike cannot look toward the Unemployment Office for benefits; however, when this Department disqualifies all unemployed people who happen to be on layoff status whether regular or casual employees who had worked for a given company, then we feel that the thing resembles a form of involuntary servitude—either be a scab or pay the penalty—a beautiful choice for a Union man to have to make.

At this time we wish to make an all out appeal to Local Unions as well as Union members who read this article to send in whatever financial support they are able to in this fight as the winning of this fight will determine just where the forest products transportation industry will go in the years to follow. Any amount at all in the way of financial support will be greatly appreciated.

With that, we will bundle this on to the old mule train with all the best wishes for a very Merry Christmas and a happy holiday season to all of our friends everywhere.

Sal Burke

Choice Location

WASHINGTON (PAI)—What city is the waste capital of the U.S.?

The Capitol Reclamation Corp. of Washington, which purchases waste paper and turns it into commercial products says this city is. The owner of the private firm told stockholders that "your company is located in the city that ranks first in the U.S. as producer of waste paper, placing us strategically close to important sources of supply."

Most of the waste paper, of course, is government red tape.

Local Officers Given Vote of Confidence

SAN FRANCISCO — It was no surprise when members of Local 921 unanimously re-elected Jack Goldberger president and business manager of the Newspaper Driver Local. They also cast a white ballot at two nominating sessions for the entire Executive Board.

Jack Goldberger

It will be the beginning of 34 years as an officer of the local for Jack, who organized the drivers in 1937. During those years he also has served as President of the San Francisco Labor Council, and vice president of Joint Council 7.

He was appointed as a special representative of International President Jimmy Hoffa and later as international organizer.

Re-elected with Jack was Secretary-Treasurer Al Vergez, who joined the official staff in 1939.

Also receiving unanimous approval were Vice President Andy Herzig, Recording Secretary Allan Baird, Business Agent Frank O'Rourk and Trustees Antonio Ricarridi and Victor Grupico.

Local 890 . . . Salinas

SALINAS — Given the "white ballot" vote of confidence were Local 890 Secretary-Treasurer Raymond Burditt, President Robert Renfro, Vice President Robert Cantrell, Recording Secretary Pierre Richlin, and Trustees Jack Van Hoy, Richard Silva and Don Smith.

Business Agent and assistant to the secretary Irvin Duncan, Business Agents Howard Olman, Don Ball, Jose Charles, John Sharer and Bob Saunders were reappointde to serve the Salinas local.

Local 588 . . . Oakland

OAKLAND — Secretary-Treasurer Jack McSherry, President Fred Paredes and the other officers of Local 588 were automatically returned to office at the nominating meeting.

The "White ballot" was cast for McSherry, Paredes, Vice President Harold Loonberg, Recording Secretary Alfred Sauveur and Trustees LeRoy Salido and John Mullen.

Local 576 . . . San Jose

SAN JOSE — Members of Local 576 re-elected without opposition Secretary-Treasurer R. D. Gunderson, President Jack Marcotti, Vice President William McGuire, Recording Secretary Bea Doctor, and Trustees Carlos Galvan, Jerry Lange and Robert Mussman.

Local 278 . . . S. F.

SAN FRANCISCO — Local 278 Business Representative Harold Perazzo is retiring and John Webb Sr., former trustee, was elected to the vacancy.

At the local's same nominating meeting a white ballot was cast for the incumbent officers, Secretary-Treasurer Mervyn B. Donovan, President Richard J. Wagner, Vice President Edward J. Sturdevant, Recording Secretary Clifford Rucker and Trustees George Myers and Clarence Hass. Ray Walsh was elected to the open trustee position.

Local 296 . . . San Jose

SAN JOSE—Officers of Local 296 elected without opposition were Henry de Diego, secretary-treasurer; Ralph Tovrisi, president; Harry O'Donnell, vice president; Dave Torre, recording secretary, and Joe Sherman, trustee-business agent.

Local 490 . . . Vallejo

VALLEJO—A "white ballot" was cast for Secretary-Treasurer Jerry Beatty, President Raymond 'Moose' Brown, Vice President Cliff Dobbs and Recording Secretary Wally Mather by members of Local 490.

Local 912 Watsonville

WATSONVILLE — Secretary-Treasurer Richard King was re-elected on a white ballot.

Re-elected with King were President Steward Spencer, Vice President John Bubich, Recording Secretary William Dewart; Trustees William Sailing, Helen Boclig and Otto Holman; Business Agents Gordon H. Davis, Leon E. Ellis and Fred W. Heim, Jr.

Morr or Less
Injustice

By Morris Less

JIMMY HOFFA . . . Regarded by many hundreds of thousands of Teamster members as the greatest. Jimmy is still incarcerated after one of the most unjust trials in U.S. History. We who feel that the Trial and Gestapo tactics do not belong in our Judicial system should write to President Nixon and your Representative in Congress and try to get Jimmy home for Christmas to his wife and family. No one should be away from his loved ones on December 25. No one should have to undergo the so called "Trial" that Hoffa did. Powerful forces still exist trying to uphold the Court of Injustice in Chattanooga. Its long past time that real Justice should be served. Write your President and your Representative in Washington, D. C. Get Jimmy home for Christmas and then back to us where he belongs.

Morris Less

OUR DEPRESSION . . . For a land as ours it's more than difficult to understand that there is so much to be done and very few ready to put the wheels in motion to get things started. Almost any unemployed Citizen can testify to the fact that his means of livelihood has ceased. A huge number have used their savings, unemployment benefits for the first time in their lives are on Welfare rolls. To them this is humiliation. Its easy enough to say that anyone who wants can find it. Its especially easy when the one who mouthes this sentiment has a job. What would help get things rolling would be monies to start the home building so sorely needed. Lower interest rates on money so those who operate on subsidies can borrow with a chance to complete their building or keep their store running in the black. Mere handouts to those without jobs serves very little purpose. Thousands of young people expecting seasonal jobs while on vacation from school or at Christmas are sadly disappointed.

As a survivor of an earlier depresseion we recall the C.C.C. or Civilian Conservation Corp. Here young people accomplished a real great job in the matter of preserving the Nation's vast forest lands and natural resources. It was a chance to earn money and lessen the burden at home. Certainly the C.C.C. costs money but the good acquired both in health and spirit of the participants was worth it. At this moment among many other items a C.C.C. would cut the high incidence of youth falling so readily into crime.

Because of the present uncertainty those working buy only what is necessary and try to pile up their savings accounts. This action cannot be criticized. It however doesn't keep merchandising moving. Perhaps Government Leadership will acquire new stature and really do something about this grave situation. To sum it up we need jobs not handouts.

T.V. STATION BREAKS? . . . On a much lighter side, when we wonder are the suede shoe boys going to beam onto a more then a ten year old mind. Some of these blurps are disguntingly offensive, others just plain stupid and a very few make more sense then the alleged entertainment offered. We must admit that the young wife who is on an adventuring kick-cooking, and her stomach-upset young husband, is hilarious. While the guy who started that "one shot is good for the whole day" ought to be shot and not under the arms. Family situation comedies resemble no family you've ever seen. The man of the house may just be able to put the roll of tissue on the holder or empty the garbage but if anything this guy should be put in a cage for self protection. We would also love to have one of those magic 45s the cowboys use. Imagine 18 or 200 shots without reloading. Well maybe it's just as well. It's against the law to shoot people no matter what your hangup is. Otherwise the funeral business would be in clover and the jails full.

TAXES . . . This is a favorite subject for everyone. No one objects to paying his fair share. Living in the greatest Country in the World with its way of life as far as we are concerned offers rich opportunities. It does cost money to run this Country. It's your money. Tax allowances for citizens are far too small while the same allowances are far too many for major industries and various business's. Allowing only six hundred dollars for a minor is ridiculous. In spite of the continuous upward climb living costs the allowance for children remains this pitiful amount. We sincerely hope that the day is not far off when the Internal Revenue Bureau revises drastically the whole tax structure and create a just taxation.

OUR U.S.A. . . . On occasion when flying across Country no one help but be more impressed by the birdseye view of the wide rivers, soaring mountains vast plains, huge cities and our two coast lines. Put these together with the two hundred million people within this Land and this is the U.S. Everything in our Country is not as well as it should be. As to political office holders the majority of the Citizens elect them and that's the way it should be. We do enjoy the right to say and think what we will. Anyone can gripe. Criticism as long as it's constructive is in order. As with your Local Union our Country will be only as good as its People want it to be. This is what you do when you cast your ballot. It would indeed be great if all those eligible to vote would register and vote. The idea of leaving the privilege of voting to "George" doesn't do it. Do it yourself.

Long Week-ends in '71

WASHINGTON (PAI)—In planning your free time in 1971 don't forget you will have six long weekends—four by the Monday holiday law and two natural.

The articifial holidays are Washington's Birthday on February 15, Memorial Day on May 31, Columbus Day on October 11 and Veterans Day on October 25. July 4th and Christmas fall on Sundays, making the following Mondays legal holidays.

Pete Kinst Will Retire

OAKLAND—Pete Kinst, Secretary-Treasurer of Local 432 for the past six years and a thirty-year member of the Bakery Driver's Local, has decided to retire.

Peter Kinst

He made the announcement to the bakery drivers in a letter preceeding the Local's election of officers.

"Having come up from the ranks and served as trustee through all the offices, and currently your secretary-treasurer, I have decided it is about time to make way for others," he said.

He is also secretary of the East Bay Teamster officials luncheon group, a post that the luncheon delegates unanimously agreed he should retain.

Changes In Driver Regulations

Continued from Page 1—

The right to prosecute our grievance procedures is not clearly protected.

"THE RULES, as they will go into effect on January 1, 1971, still provide for automatic disqualification of professional drivers based on the occurrence of any one of several single violations.

"The Bureau of Motor Carrier Safety has still refused to include within its rules a procedure for the review of a disqualification of a professional driver.

"I remain of the opinion that these rules are unfair and inequitable and you have my assurance that I will continue to use all resources at my disposal to have the rules amended so that they are more just to our members.

"Copies of the complete Driver Qualification rules, as they will go into effect on January 1, 1971, are now being printed and will be sent to you shortly.

"Fraternally yours,
s/s "Frank E. Fitzsimmons
"General Vice President"

Health and Welfare

By Robert Scheibach

Delays in the Payment of Claims

PAYMENT OF CLAIMS

Last month we informed the Teamster members of the backlog of claims that had accumulated in the Administrative Office. During the month of November, the medical and dental claims adjusters worked overtime in the evenings or on Saturdays to help reduce the backlog. During the month of November, slightly more than 21,000 medical claims were processed. Naturally, there were some claims that could not be paid due to the restrictions in the insurance policies. In the majority of cases, benefits were payable and approximately 32,000 drafts were issued during the month. This amount of claims was handled in spite of the fact that the office was closed for two days due to the Thanksgiving Holiday.

We have not caught up on the entire backlog of claims but now have reached a position whereby claims are being processed and paid approximately one month after receipt. We will continue to have our office staff working overtime during the month of December and we hope that the remaining backlog of claims can be materially reduced. Because both New Year's and Christmas fall on a Friday, we will lose several working days in December.

We appreciate the patience and consideration shown by the Teamster members with the delays in the claim payments. We wish to point out that we are making every effort to take care of this claim backlog and we hope to have the situation under control as soon as possible in 1971.

COORDINATION OF BENEFITS

The Teamster member often asks why the medical and dental claim forms ask the question, does the Teamster member have other insurance coverage and is the spouse employed and has insurance coverage in connection with the job. This question is asked on the claim form because each major medical program has a provision in the policy called "Coordination of Benefits."

The Coordination of Benefits provision simply means that when there may be other insurance programs which have paid benefits on the same claim, we must determine this information before we pay major medical benefits. Since the major medical programs provide for a maximum payment of $10,000 or even as high as $20,000 the insurance carriers require a determination as to whether there is any other insurance coverage in force.

If there are private or individual policies purchased by the Teamster, any benefits paid under these policies are not considered under the Coordination of Benefits feature. The only insurance coverage that would be considered under the Coordination of Benefits is **group** coverage.

With the high cost of medical treatment which we are facing today, it is easy for an individual to incur medical charges of $1,000 or more with just a few days confinement in the hospital. If the Teamster has two group insurance plans which would pay benefits on the same hospital bill, he could very easily receive benefits that would cover his hospital bill plus a sizeable sum over and above the bills incurred. The Coordination of Benefits feature is included under the major medical program to prevent an insured person making money as a result of an illness since this results in higher claims experience and increased insurance costs that must be paid by every insured Teamster.

In a few cases, the Teamster plan has full or partial Coordination of Benefits under their basic insurance benefits. The plans which include the Coordination of Benefits feature **under the basic insurance** are MILK AND ICE CREAM EMPLOYEES WELFARE PLAN, CALIFORNIA PACKINGHOUSE EMPLOYEES AND WAREHOUSEMEN'S UNIONS WELFARE PLAN, WESTERN TEAMSTERS WELFARE TRUST AND S.F. LOCAL 85 DRAYAGE DRIVERS AND HELPERS SECURITY FUND. In all other cases, the basic insurance benefit provided under the Teamster plan are payable regardless of any other group insurance benefits that the Teamster may have.

If you or your spouse have another group insurance plan, it is suggested that you review the provisions of that plan to determine if it has a Coordination of Benefits feature. In many cases, non-Teamster plans include a Coordination of Benefits feature and the Teamster is not aware of this fact until a claim is filed.

Western Conference Pension Plan

By Mike Tomasello

APPLY FOR YOUR PENSION BENEFITS EARLY in order to insure that your benefit will be paid to you soon after your retirement, it is advisable to apply approximately six (6) months prior to your last day worked. You may apply at your Local Union Office or the Pension Plan Office at 25 Taylor Street, San Francisco, California.

When your application is received by the Pension Office, your entire Teamsters working record will be checked and verified. This verification can sometimes take a considerable amount of time. For example, it is sometimes necessary to check Social Security records, your Teamster membership in other locals, previous employer records, and the number of hours upon which contributions have been made.

By filing early, you not only avoid a possible delay in receiving your benefit, but you may avoid the loss of one or more checks that you would otherwise receive. There is a time limit on all benefits available from the Plan. For a Disability, or a Vested Retirement over age 65, we can only go back 12 months retroactive from the date that your papers are received at 25 Taylor Street. With a normal retirement, we can only go back three (3) months retroactive from the date of receipt. For a Survivor Benefit, if applicable, the retroactive limit is 12 months from date of receipt. For a Death Benefit, the dependent must file within five (5) years of the insured's death to receive compensation. To receive Cash Termination Benefit, the member must apply within five (5) years from his break in service.

You may apply for your benefit in person or by mail. If you apply by mail, be sure to give the Pension Office the following information: Name, Social Security No., Local No., expected last day of work (including any paid vacation or sick leave), date of birth, your present employer, and the type of benefit for which you are applying. Whether you apply in person or by mail, be sure to bring or send a proof of your age, such as a Birth or Baptismal Certificate, or a family bible record. If you don't have one of these, then two (2) of the following are necessary—a School, Confirmation, Marriage or Naturalization Record, or a Life Insurance Policy, if it is more than five (5) years old, or an affidavit of an older relative, or Bureau of Census Report. If none of these are available, and you are between the ages of 62 and 69, then a letter from Social Security stating the age that they have accepted will be all right. The Pension Office will request from you any other forms and documents necessary to process your retirement.

Remember, if you apply early, you will avoid any delay in processing your Pension, and therefore, receive your benefits as soon as possible.

Your Dental Plan

Dr. George A. Thodas

Dental Consultant—Teamsters Security Fund

As you recall, previous columns dealt with large claims and the letters which are sent to you alerting you of the doctor's fees, the amount that the insurance company will pay and the amount for which you are responsible. We have found that this method is one of the more effective means of making you aware of **your** dental costs. Subsequent claims submitted showed any of the following possibilities.

a. The doctor submitted an alternate less expensive treatment.
b. The member had only the immediately necessary treatment.
c. Treatment was postponed to a later date.
d. Treatment was sought with another, less expensive dentist.
e. In some cases the doctor reduced his fees.

Our experience has shown, in reviewing a few hundred of these cases over the past year, that a good sum of money has been saved by the member. We will continue this procedure in the future whenever necessary and hope to expand it wherever possible.

Please, when you fill out your claim form, **do not sign** Part IV until after the doctor's office has received the **authorized claim** and you have reviewed it.

I, and the entire staff of the Dental Department, wish to thank you all for your cooperation during the past year and hope to continue to serve you as efficiently as we can in the future; we also take this opportunity to wish you all a very Merry Christmas and a Happy and Prosperous New Year.

Health and Welfare

JOINT COUNCIL 7
HEALTH AND WELFARE CLAIMS PAID
October, 1970

Local Union		Claims Paid	Drafts Issued
San Francisco	12	$ 26,665.99	241
Oakland	70	325,578.52	3,444
Oakland	78	14,566.92	206
San Francisco	85	162,249.20	1,524
Oakland	96	16,796.70	180
San Francisco	109	17,826.50	306
Oakland	209	44,765.80	525
San Francisco	216	41,406.15	699
San Francisco	226	27,832.06	216
San Francisco	241	163.30	4
San Francisco	256	14,995.15	174
San Francisco	265	65,063.47	340
San Francisco	278	66,369.16	340
San Francisco	280	19,969.38	189
San Jose	287	169,219.29	1,694
Oakland	291	57,980.51	946
San Jose	296	50,966.78	722
San Jose	304	8,347.02	100
Martinez	315	191,036.76	2,272
San Francisco	350	5,106.24	84
Oakland	432	30,625.36	505
San Francisco	440	2,611.93	12
Oakland	468	61,320.93	799
San Francisco	484	57,791.08	711
Vallejo	490	49,415.54	620
San Jose	576	6,071.75	117
Oakland	588	57,683.07	569
Novato	624	45,046.19	830
Redwood City	655	38,744.40	580
San Francisco	665	59,026.01	552
Oakland	853	74,576.36	1,041
San Francisco	856	152,959.98	1,704
San Francisco	860	51,811.14	745
San Francisco	888	34,905.48	430
Salinas	890	73,329.33	1,008
San Francisco	893	38,449.34	347
San Francisco	896	72,417.66	550
Watsonville	912	54,581.34	604
San Francisco	921	37,184.27	302
Oakland	923	151.00	1
Santa Rosa	980	52,860.35	904
Totals		$2,378,457.41	27,404
Bakersfield	87	$ 36,674.09	463
Visalia	94	31,401.75	504
Marysville	137	123,789.17	1,538
Sacramento	150	219,232.02	2,847
Sacramento	165	35,357.17	328
Sacramento	228		
Modesto	386	76,929.18	1,206
Fresno	431	114,378.40	1,625
Stockton	439	122,643.82	2,034
Fresno	517	20,713.95	240
Reno	533	39,052.23	513
Stockton	601	35,392.56	463
Fresno	616	14,847.44	199
Napa	668	102.55	3
Antioch	678	6,505.62	98
San Jose	679	90,136.21	812
Eureka	684	30,602.03	419
Modesto	698	1,172.87	41
Kingsburg	746	2,497.26	31
Modesto	748	83,687.39	866
Oakland	750	34,463.69	332
Hayward	768	58,718.98	749
Oroville	849	11,350.40	116
Sacramento	857	28,797.14	293
Totals		$1,218,445.92	15,270

From Sacramento

California Teamster's Legislative Report

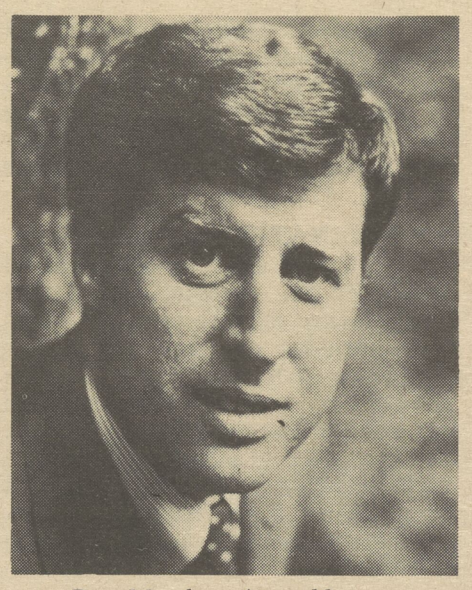
By Vern Cannon
Legislative Representative

When the 1971 session of the California Legislature convenes on January 4, fourteen freshmen legislators will take their seats to represent their respective districts.

In the Senate, Peter H. Behr (R) of Mill Valley, an attorney, won the seat vacated by retiring John F. McCarthy (R), 4th Senatorial District. John W. Holmdahl (D) of Oakland, an attorney, defeated incumbent Lewis Sherman (R) in the 8th Senatorial District. Arlen Gregorio (D) of San Mateo, an attorney, won the 12th Senatorial seat defeating Assemblyman Carl Britschgi (R).

Vern Cannon

In the Assembly, Ken Meade (D) of Oakland, an attorney, won the seat held by Assemblyman Don Mulford (R), 16th Assembly District. In the 22nd Assembly District, Sunnyvale City Councilman Richard Hayden (R) won the seat held by retiring Assemblyman George Milias (R). In the 25th Assembly District, San Jose Attorney Allister McAllister (D) defeated incumbent Earl Crandall (R). Redwood City Councilman Dixon Arnett (R) captured the 26th Assembly District seat vacated by Assemblyman Carl Britschgi (R) who unsuccessfully ran for the Senate. In Modesto, Attorney Ernest Lacoste (D) defeated incumbent Clare Berryhill (R) for the 30th District seat. The 32nd District seat which was vacated by Assemblyman George Zenovich (D) who successfully ran for the State Senate was won by Kenneth L. Maddy (R), a Fresno attorney. Jim Keysor (D), a Granada Hills businessman, won in the 41st District defeating incumbent Hank Arin (R). In the 64th District, Tax Consultant Robert C. Cline (R) of Canoga Park won the seat vacated by the death of Assemblyman Pat McGee (R). The seat vacated by Assemblyman Jess Unruh (D), 65th District, was won by David Pierson (D), Inglewood City Councilman. County Supervisor Ray Sealey (R) won the 75th District seat vacated by Victor Veysey (R) who ran successfully for Congress. And in the 79th Assembly District San Diego Public School Administrator Peter Chacon (D) defeated incumbent Tom Hom (R).



Don Meade—Assemblyman, 16th Assembly Distr.

Peter H. Behr— State Senator, 4th Distr.

KENNETH MADDY Assemblyman 32nd District.

Richard Hayden—Assemblyman 25th Assembly Distr.

Changes in Vehicle Code

Many changes in the California Vehicle Code became effective during Thanksgiving week and recent announcements from the California Highway Patrol detail what regulations and enforcement differences may be expected by motorists and professional drivers. Smog-control devices, worn tires, fire prevention, right turns, fenders, and hours of driving are the general areas where changes have been made.

UNSAFE TIRES—SMOG CONTROL

It will be illegal to use on a highway a tire so worn that less than one thirty-second of an inch of tread depth remains in any two adjacent grooves at any location on the tire.

The Patrol previously issued citations for unsafe tires under the Vehicle Code section which makes its unlawful to operate any vehicle which is in an unsafe condition. With the new standard, however, vehicle owners, patrol officers and the tire industry have a common definition of an unsafe tire.

The amendment makes it unlawful for any dealer or retailer to offer for sale or install on a vehicle for use on a highway any tire not in compliance with CHP regulations.

The Patrol has regulated new tire standards for passenger cars for the past year and a half, but some distributors circumvented the law by merely marking their tires in chalk "pick up tire", thus avoiding the passenger car regulations and implying to the innocent purchaser that the tire exceeded the passenger car standards.

Under the amendments the CHP is authorized to adopt regulations regarding standards and certification procedures for new and used pneumatic tires for all highway uses. It is the intention of the Patrol, which sponsored the bill, to adopt standards which will regulate racing slicks and cheater slicks in such a manner as to prohibit their use on the highways.

Passenger Vehicle Inspection teams soon will be equipped with another new tool—an exhaust emission analyzer.

The Air Resources Board in cooperation with the CHP will adopt standards for testing the efficiency of individual smog control devices on the highway. Once these standards are adopted PVI procedures will include exhaust emission tests of all vehicles which pass through the PVI lanes.

If a vehicle which is required to be equipped with a smog control system is found to exceed prescribed emission levels the owner will be required to obtain a certificate of compliance within 30 days from an official Motor Vehicle Pollution Control Device Installation and Inspection Station. The licensed installer will perform a "mini-tune-up" to insure the optimum efficiency of the pollution control device. Certificates of compliance will be valid for a one-year period.

FIRE PREVENTION AND LITTER

The Vehicle Code section which prohibits throwing a lighted cigarette, cigar, match or other flaming or glowing substance on the highway has been applicable only outside of business or residence districts. After November 23, the effective date of the amendment, the law will apply to non-lighted cigarettes, cigars, matches, and so forth, as well as lighted ones.

More In Next Issue

IN MEMORIAM

GARIBALDI, LOUIS, (Retired), Local 12, San Francisco, Nov. 22.

WALLACE, JOHN, Local 226, San Francisco, Nov. 19.

CLYNE EUGENE, Local 226, Nov. 20.

SHEPPARD, RAY, Local 226, Nov. 23.

BOYANICH, ELIAS, Local 278, San Francisco, Nov. 15.

ELKINS, GEORGE H., Local 665, San Francisco, Nov. 3.

NEGISHI, HISAO, Local 665, Nov. 4.

GENTRY, ELEANOR, (Retired), Local 853, Oakland, Oct. 16.

DOWNEN, WILLIAM, Local 853, Oct. 24.

ARZAVE, JOHN, (Retired), Local 265, San Francisco, Nov. 11.

GUEST, LARRY, (Retired), Local 265, Oct. 19.

BRADY, WALTER, Local 265, Nov. 18.

BURNS, RAY L., (Retired), Local 315, Martinez, Nov. 15.

MILLER, ARTHUR, Local 468, Oakland, Nov. 4.

PAGNO, LINO, Local 350, San Francisco, Oct.

VERNA, ALBERTO, Local 350, July 31.

SHALLEAN, HAROLD, Local 896, San Francisco, Oct. 15.

TEMPLE, DAVID, (Retired), Local 896, Oct. 21.

CARLSON, GUST, (Retired), Local 896, Oct. 25.

GORLA, FRED, (Retired), Local 896, Nov. 11.

AESCHLIMANN, JOHN, Local 860, San Francisco, Nov. 19.

JENSEN, JAMES RUSS, Local 432, Oakland, Oct. 31.

JORDON, JACOB, (Retired), Local 750, Oct. 30.

FIORENTINO, DOMENCA, (Retired), Local 750, Oct. 31.

ANDERSON, JOSEPH, Local 750, Nov. 2.

PORTER, NOLA, Local 750, Oct. 30.

SCOTT, EVA, (Retired), Local 750, Nov. 5.

HALL, ZELDA, (Retired), Local 750, Nov. 3.

CARLTON, KENNETH, Local 601, Stockton, Nov. 4.

HEWLITT, HAROLD, (Retired), Local 256, San Francisco, Nov. 3.

VON STADEN, JACK, Local 624, Novato, Nov. 21.

WELSH, JAMES, Local 70, Oakland, Oct.

NORMAN GRAVES, Local 70, Oct.

RAY, CHARLES, Local 70, Oct.

CASTSLLUCCIO, PETER, Local 70, Oct.

BREARY, WILLIAM, Local 70, Oct.

HARMON, FRED, Local 70, Oct.

CLARKSON, MAX, Local 70, Oct.

FERNANDES, JOHN, Local 70, Oct.

PIMENTEL, ERNEST, Local 70, Oct.

WILLIAMSON, THOMAS, Local 70, Oct.

ANDERSON, FRED, (Retired), Local 85, San Francisco, Nov. 23.

DeVEE, RICHARD, Local 85, Nov. 17.

FOSTER, JOSEPH, (Retired), Local 85, Nov.

GAVIGLIO, NATHAN, (Retired), Local 85, Nov. 10.

HANSEN, GEORGE W., (Retired), Local 85, Nov. 2.

HARRIMAN, WILFRED, (Retired), Local 85, Nov. 4.

HOLCOMB, TIMOTHY, Local 85, Nov. 28.

LYNCH, JAMES, (Retired), Local 85, Nov. 23.

MAY, GARLAND, (Retired), Local 85, Nov. 30.

PURDY, JOHN J., Local 85, Nov.

SCHWARN, CHARLES A., Local 85, Nov. 5.